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EDUCATION

UNIVERSITY OF NORTH TEXAS, COLLEGE OF BUSINESS ADMINISTRATION — **DENTON, TX**
ABD, Post graduate research, Marketing, Cumulative GPA 3.8 — *1990-1996*

UNIVERSITY OF NORTH TEXAS, COLLEGE OF BUSINESS ADMINISTRATION — **DENTON, TX**
MBA, Marketing, Cumulative GPA 3.8 — *August 1990*

UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER AT DALLAS — **DALLAS, TX**
Bachelor of Science, Physical Therapy — *August 1976*

WORK EXPERIENCE

Daniels College of Business	Marketing Lecturer, January 2004 -Present
Daniels College of Business	Adjunct Professor of Marketing, September -December 2003
Mackintosh Academy, Denver, CO	Chair, Grant Committee, 2002-2003
Mackintosh Academy, Denver, CO	Fulltime Teacher, 2003
Full-Time Mother, Research Editor & Writer	Hong Kong 1995-99, Denver 1999-Present
Hong Kong Baptist University, Hong Kong	Lecturer, 1997-98
Denton Sports and Physical Therapy, Denton, TX	Staff Physical Therapist, 1995
Dept. of Marketing, Univ. of North Texas	Lecturer, Teaching Fellow, Teaching Assistant, 1990-93
Dallas, TX Healthcare Organizations	Self-employed Contract Physical Therapist, 1984-94
Mesquite Physicians Hospital, Mesquite, TX	Director of Physical Therapy, 1983-84
Oak Cliff Medical and Surgical Hospital, Dallas, TX	Physical Therapy Supervisor, 1982-83
Lifemark Physical Therapy, Houston, TX	Locum Tenens Director, 1981
Oak Cliff Medical and Surgical Hospital, Dallas, TX	Director of Physical Therapy, 1980-81
Visiting Nurses Association, Dallas, TX	Staff Physical Therapist, 1978-80
St. Paul Hospital, Dallas, TX	Staff Physical Therapist, 1977-78

FUNDING

Ebrahimi, B. P., & Young, S. A. (2005) A meta-analysis study of antecedents and consequences of corporate entrepreneurship, Professional Research Opportunities for Faculty (PROF) Grant $14,175. The only PROF grant received by any Daniels Faculty, 2005.

Ebrahimi, B. P., & Young S. A. (October 2003). Managerial role motivation and role-related ethical orientation in Hong Kong. Discovery Scholarship Committee Grant, Daniels College of Business, University of Denver, $5,500.

Ebrahimi, B. P., & Young, S. A. (2000). Corporate entrepreneurship, market orientation, strategy, and firm performance: An empirical investigation of Hong Kong firms. Discovery Scholarship Committee Grant, Daniels College of Business, University of Denver, US$4,000.

Ebrahimi, B. P., & Young, S. A. (1998). An Empirical Investigation of Corporate Entrepreneurship, Market Orientation, Strategy, and Firm Performance in Hong Kong and the United States. Faculty Research Grant (FRG/97-98/II-41), Hong Kong Baptist University, HK$83,360 = US$10,705.

SELECTED REFEREED PUBLICATIONS, PROCEEDINGS, AND PRESENTATIONS

Ebrahimi, B. P., and Young, S. A. (2006). A meta-analytic study of corporate entrepreneurship and firm performance: Preliminary results. Paper accepted for presentation at BPS and Entrepreneurship Track, Southern Management Meetings.

Ebrahimi, B. P., Petrick, J. A., & Young, S. A. (2005). Managerial Role Motivation and Role Related Ethical Orientation in Hong Kong. *Journal of Business Ethics*, 60 (1). 29-45

Ebrahimi, B. P., Petrick, J. A., & Young, S. A. 2004. Managerial Role Motivation and Role-Related Ethical Orientation in Hong Kong, Proceedings of the Annual Southern Management Association meetings, San Antonio, TX, November 6. *Awarded the 2004 Ethics/Social Issues/Diversity Track Best Paper*.

Ebrahimi, B. P., & Young, S. A. (2002). Corporate entrepreneurship, market orientation, strategy, and firm performance: An empirical investigation. Proceedings of the 2002 Annual Meetings of Southern Management Association, Atlanta, GA, November 6-9, 1-6.

Ebrahimi, B. P., Young, S. A., & Luk, V. W. M. (2001). Motivation to Manage in China and Hong Kong: A Gender Comparison of Managers. *Special Issue on Gender and Diversity in Organizations. Sex Roles: A Journal of Research.* 45(5/6). 433-453.

Ebrahimi, B. P., Young, S. A., & Luk, V. W. M. (1999). A Gender Comparison of Motivation to Manage of Hong Kong and PRC Managers. Paper presented at the Annual Academy of Management Meetings, Chicago, IL, August. (Less than 30% acceptance rate).

Ebrahimi, B. P., Young, S. A., &. Luk, V. W. M. (1999) Motivation to Manage in the People's Republic of China. Proceedings of the AFBE Conference, November 15-17, Hong Kong Baptist University, Hong Kong, SARPRC.

Ebrahimi, B. P., Young, S. A., & Luk, V. W. M. (1998). Motivation to Manage of Female and Male Managers: A Hong Kong Perspective. Proceedings of the Inaugural Conference of Asia Academy of Management, Hong Kong, December 28-30. (Less than 30% acceptance rate).

Ebrahimi, B. P., & Young, S. A. (1997). Environmental Uncertainty, Market Intelligence Acquisition, and Information Source Utilization of Hong Kong Executives. Proceedings of the Eight Biennial World Marketing Congress, Kuala Lumpur, Malaysia, June 24-27.

Ebrahimi, B. P., Young, S. A., & Parsa, F. (1997). A Comparative Study of Motivation to Manage of Business Students in Hong Kong and the United States. Proceedings of the Southeast Decision Sciences Institute Twenty-Seventh Annual Meetings. February 26-28, Atlanta, GA.

Ebrahimi, B., & Young, S. A. (1996). Managerial Motivation: A Cross-Cultural Validation Study of Miner Sentence Completion Scale. *Research in International Business Disciplines*, Volume 2, 15-30.

Young, S. A., Erdem, S. A., & Clow, K. E. (1996). Services Marketing in International Settings: An Exploratory Study of Fast Food Franchising Service Industry. International Management Development Association Proceedings, New Orleans, Louisiana, November.

Young, S. A., & Erdem, S. A. (1996). An Exploratory Study of Services Marketing in Global Markets: Major Areas of Inquiry for the Health Care Services Industry. *Health Marketing Quarterly*, Volume 14, Number 1, 85-98.

Young, S. A., & Erdem, S. A. (1994). Micro and Macro Factors in Global Marketing of Services: Toward Development of a Decision Tool. *International Journal of Business Disciplines*, Volume 4, No. 1, Fall, 93-107.

Young, S. A., & Erdem, S. A. (1994). Services Marketing in Global Markets: A Matrix of Micro and Macro Factors. Academy of Business Administration 1994 International Conference, London, England, June 3-8.

Young, S. A., & Gygi, J. L. (1993). Czech Republic: Green Light for Opportunity? Southern Marketing Association Proceedings, Atlanta, Georgia, November.

Young, S. A., Ebrahimi, B., & Parsa, F. (1993). Global Marketing Strategy: A Decision Making Framework. Midwest Review of International Business Research Proceedings, Chicago, Illinois, March.

TEACHING/SERVICE

- Taught undergraduate university courses in advertising, channels of distribution, industrial marketing, global marketing, introduction to marketing, sports marketing, integrative marketing strategy, innovation strategies, business south of the border and managerial communications with excellent student evaluations
- Taught graduate university courses in marketing management, marketing strategy, sports marketing, innovation strategies, marketing planning, and business south of the border with excellent student evaluations
- Hiring and supervision of marketing GTA and GRAs at Daniels 2005 - present

- Faculty Advisor to Mu Kappa Tau Chapter at Daniels College of Business, University of Denver
- MBA student advising
- Curriculum development and assessment at graduate and undergraduate levels
- Introduction of simulation games, and other innovative learning experiences for students
- Student and alumni events, reference and recommendation letters for undergrads and graduate students

MARKETING

- Developed marketing strategy for P.T. departments at inpatient and outpatient healthcare facilities
- In charge of integrating marketing, budgeting, procurement, human resources, acquisitions, and customer service to provide corporate direction and a cohesive market message
- Responsible for the development of new product and service markets for inpatient and outpatient healthcare facilities
- Developed and implemented quality assurance programs to achieve improved customer satisfaction and meet JACH standards

MANAGEMENT

- Successfully started and managed all aspects of a new P.T. hospital department
- Responsible for development and operations of a new P.T. outpatient facility
- Responsible for problem solving, implementation of new P.T. contracts and personnel supervision nationwide
- Implementation of JACH and employee performance standards
- Responsible for purchasing equipment and supplies
- In charge of department budgeting
- Developed and successfully implemented body mechanics program for all hospital staff
- Designed and implemented cost containment programs
- Hiring and supervision of employees and students throughout entire professional career

GLOBAL PERSPECTIVE

- Lived and worked in Hong Kong for four years
- Foreign culture sensitivity and adaptability, having lived and traveled abroad extensively

AWARDS/HONORS AT DU

- Nominated for the Daniels Award for Excellence 2004-2005.
- Nominated for effective use of Blackboard to improve student learning 2006
- Certificate of recognition from Mau Kappa Tau for outstanding faculty contribution